EFFECT OF COVID-19 ON HUMAN CAPITAL DEVELOPMENT IN FEDERAL MEDICAL CENTRE, ASABA, DELTA STATE

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ABSTRACT

Human history has witnessed great ruptures that have affected all societies in different periods of time. Depressions and crises such as wars, natural disasters (famine, earthquake, fire, climate irregularities, among others.). The descriptive statistics was employ in the study were a structured questionnaire was used to collect information from the target respondent who were the employees of Federal Medical Centre, Asaba, Delta State. The broad objective is to investigate the effect of Covid-19 on human capital development in Federal Medical Centre; Asaba, Delta State. The population of the study was 420, which Taro Yamene was used to arrive at the sample size of 204. Three hypotheses were formulated to guide the study. The findings revealed that the telework has significant effect on employee work skill in FMC Asaba; Zoom has significant effect on job knowledge of employees in FMC, Asaba. However, social distancing has negative and significant effect on job competence of employees in FMC, Asaba. Based on the findings, the following recommendations were made; The disease has already killed thousands of people, and some people who survive may suffer long-term damage to their
health. Recovery from the pandemic will require strong investment in both education and health.

**Keywords**: Telework, Social Distancing, Zoom, Skills, Knowledge and Competence.

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**INTRODUCTION**

Human history has witnessed great ruptures that have affected all societies in different periods of time. Depressions and crises such as wars, natural disasters (famine, earthquake, fire, climate irregularities, among others.), epidemics, economic crises, terrorist activities and political disputes have been indicated as the causes of these major ruptures and have caused radical changes by affecting all societies (Chidinma, Franklin and Kalu, 2021).

Unfortunately, the current situation we are experiencing today, which has been caused by the Covid-19 epidemic, is a global depression and it is obvious that it will lead to large-scale ruptures. For epidemics, which have a history as old as human history, found new areas of spreading within a very short time due to the interaction of societies with each other, giving rise to many deaths (thousands or even millions) in areas they have never been seen before and caused the collapse of powerful states-empires (Yılmaz, 2007).

The virus, which was first seen in Wuhan, China in December 2019 and called "2019 CoV", is known as Corona Virus or Coronavirus (BBC, 2020). This new type of coronavirus, which threatens the health of the whole world and has similar characteristics with previous coronavirus outbreaks (SARS & MERS) but has an unknown etiology, was named Covid-19 by The World Health Organization (WHO) on February 11, 2020 (Zhao et al., 2020). Covid-19 has been declared as a "pandemic", which means a global epidemic, after its rapid spread in the world (BBC, 2020).

The Covid-19 epidemic, which reached more than 200 countries, including our country, within a short time and caused millions of people to be infected and hundreds of thousands of people to die, has profoundly affected and continues to affect all areas and processes such as health, economy, education, political, legal, technological-digital, international relations and social life. Undoubtedly, one of the areas affected significantly by the epidemic is working life (Kavas and Develi, 2020; Karakaş, 2020). Although measures were taken to prevent the spread of the epidemic in working life (flexible and distance working model, downward trends in working hours, shift-based working system, virtual meetings and trainings, etc.), these measures have not been applicable to all sectors and all employees. In addition, the fact that an effective treatment method and vaccine for the epidemic has not been found yet has caused anxiety and fear in many employees by creating uncertainty about the direction of the process (Duman, 2020).

Considering the current environment of fear and uncertainty, it is thought that this situation creates stress in employees and negatively affects their performance. The reason for this is that those who work under stress cannot devote themselves to their work and workplace because they feel unwell both physiologically and mentally. Therefore, it cannot be expected from a person working under stress with the fear of Covid-19 to exhibit high performance (Kraan and Pot, 2011). Growth is projected to recover in 2021, but the pace of recovery is highly uncertain and depends on the duration of the pandemic, the availability and distribution of a vaccine, and the degree of improvement in trade and investment. The recovery could be weaker than expected if the
pandemic worsens, necessitating prolonged restrictive measures and/or escalating geopolitical tensions. Once the health and economic crises caused by the COVID-19 pandemic are brought under control, policy efforts in the region will need to address the steep fall in productivity growth over the past decade and focus on structural reforms that are essential to reignite long-term growth prospects. Strengthening governance and improving institutional quality could yield growth dividends and attract investment. Structural bottlenecks, including limited exposure to international competition and low innovation rates, continue to weigh on the business environment. Boosting investment in human capital and climate resilience will be crucial to raise living standards and foster inclusive and sustainable growth. Addressing these headwinds to long-run growth will require a well-targeted reform agenda to increase productivity growth, improve the investment climate, and foster digital development (Golden, 2019).

Statement of the Problem
COVID-19 has delivered an enormous shock to the global economy, triggering the deepest global recession in eight decades, almost three times as deep as the 2009 global recession. The baseline forecast in June envisioned a 5.2 percent contraction in global gross domestic product (GDP) in 2020, despite unprecedented policy support (World Bank 2020a). The health and human toll of the pandemic has continued to grow, with over one million deaths and millions of people suffering from diminished prospects and disrupted livelihoods. The pandemic and associated control measures have sharply curbed consumption and investment and deeply disrupted labor markets. Estimates place the fall in working hours equivalent to the loss of nearly 500 million full-time jobs in the second quarter of 2020 (ILO 2020). Cross-border spillovers have interrupted financial and commodity markets, global trade, supply chains, travel, and tourism. As a result, per capita incomes in the vast majority of emerging markets and developing economies (EMDEs) are expected to shrink in 2020, tipping many millions back into poverty.

Objectives of the Study
The broad objective is to investigate the effect of Covid-19 on human capital development in Federal Medical Centre; Asaba, Delta State

The specific objectives sought to:

i. determine the effect of telework on skills of Federal Medical Centre; Asaba, Delta State.

ii. examine the effect of zoom on knowledge of Federal Medical Centre; Asaba, Delta State.

iii. ascertain the effect of social distancing on competence of Federal Medical Centre; Asaba, Delta State.

Research Hypotheses
The following hypotheses were formulated to guide the study;

\( H_01: \) Telework has no significant effect on skills of Federal Medical Centre; Asaba, Delta State.

\( H_02: \) Zoom has no significant effect on knowledge of Federal Medical Centre; Asaba, Delta State.

\( H_03: \) Social distancing has no significant effect on competence of Federal Medical Centre; Asaba, Delta State.
REVIEW OF RELATED LITERATURE

COVID-19
Healthcare workers are at higher risk of COVID-19 infection with ease of infection transmissibility to coworkers and patients. Vaccine hesitancy rates of 56% and up to 25% have been reported among healthcare workers in US and China respectively. Vaccination is known as the most effective strategy to combat infectious diseases. Acceptance of the COVID-19 vaccine plays a major role in combating the pandemic. This study assessed the socio-demographic factors associated with COVID-19 vaccine hesitancy among healthcare workers in Federal Medical Centre Asaba, Delta State. On January 23, 2020, the World Health Organization’s International Health Regulations (IHR) Emergency Committee advised that “all countries should be prepared for containment, including active surveillance, early detection, isolation and case management, contact tracing and prevention of onward spread of 2019-nCoV infection, and to share full data with WHO.” On January 30, 2020, the WHO declared COVID-19 to be a public health emergency of international concern. The country was better prepared in the detect category, with an average score of 2.6 across the 13 indicators in this category. This score shows that the country has developed some capabilities to detect new health risks through real-time surveillance, and laboratory capabilities to test the diseases. However, the sustainability of these capabilities is still in doubt. The country performed badly in the respond category, with an average score of just 1.5 across the 20 indicators in this category, suggesting that Nigeria has limited capacity to respond to a sudden health risk (Virick, Da Silva and Arrington, 2010),

These scores suggest that Nigeria is not prepared to respond to the current COVID-19 pandemic. This is most obviously evident from the low testing rates for COVID-19 in the country. Nigeria currently has the capacity to test only 2,500 samples a day, and just half of these are actually administered each day because of the shortage of human resources, testing kits, and laboratories, and case definition for testing that prioritizes symptomatic cases and their contacts. As of June 30, only 138,462 samples had been tested in Nigeria for a population of 200 million; in contrast, South Africa a country of 58 million people has already conducted 1,630,008 tests. Nigeria had just 350 ventilators and 350 ICU beds for its entire population before the outbreak. In April 2020, the country acquired 100 more ventilators, but given the growing caseload, this will not be enough. The Nigerian government has taken numerous health, social, and economic measures to cushion the impact of COVID-19. However, some of the policy responses have weaknesses and, taken together, are not commensurate with the magnitude of the problem (Golinelli, 2010).

Ways to responded to COVID-19
The Economic Stimulus Bill 2020
The House of Representatives passed the Emergency Economic Stimulus Bill 2020 on March 24 to provide support to businesses and individual citizens of Nigeria. The proposed law aims to provide 50 percent tax rebates to businesses that are registered under the Companies and Allied Matters Act so they can use this saving to continue employing their current workers. However, while the bill focuses on providing relief to formal sector businesses, 65 percent of Nigeria’s total GDP comes from the informal sector, which also employs more than 90 percent of the workforce, and these workers need support to survive. Many businesses in the informal sector are unregistered so it will be difficult for them to get these benefits. These businesses are
often supported by microfinance facilities. For the government to help, it will have to use small interest-free loans or small grants to these enterprises through microfinance facilities and other community-based channels. This will be even more important now that the country is considering a second wave of targeted lockdown (Pearce, 2020).

**Cash Transfers**

On April 1, 2020, the government announced that it will make transfers of 20,000 Naira ($52) to poor and vulnerable households registered in the National Social Register (NSR). Currently, the NSR has only 2.6 million households (about 11 million people) registered on its platform. The government hopes to increase this to 3.6 million households during the COVID-19 crisis. However, 87 million Nigerians live on less than $1.90 a day. Therefore, the cash payments by the federal government will reach only a fraction of poor. Besides, Nigeria does not have a robust national information management system, making electronic payments difficult. This has resulted in many people in the NSR not receiving the money promised by the government. An immediate solution the government can explore is to provide prepaid debit cards to the poor. This can be done at the community/ward level to ensure that the cards reach the poorest. Of course, this is a stopgap solution, and more effective measures like direct bank transfers need be strengthened. But people need a Bank Verification Number (BVN) to open a bank account, and obtaining a BVN requires a valid national ID or international passport, which many Nigerians do not have. Currently, only about 40 percent of the Nigerian population have bank accounts (Golinelli, 2010).

**Telework**

Telework can generally be defined as a new way of working, with employees performing work activities which previously were usually carried out at a central work location (office), but which are now carried out remotely from the employer or contractor. Moreover, the work activities require the use of information and communication technology (ICT) [1]. At the EU level in 2002, the European social partners signed a Framework agreement on telework (extensively elaborated in section 6). Within the Framework, telework and its scope are defined as: “a form of organising and/or performing work, using information technology, in the context of an employment contract/relationship, where work, which could also be performed at the employer’s premises, is carried out away from those premises on a regular basis. The agreement covers teleworkers. A teleworker is any person carrying out telework as defined above”.

Telework is also often described or assimilated with ICT Based Mobile Work. ICT contributes to the organisation of work and the work environment by providing flexibility in terms of location and time and making constant connectivity possible. Eurofound and the ILO define Telework/ICT Based Mobile Work as a work arrangement characterised by working from more than one place, enabled by ICT. A distinction is made between four categories of teleworkers based on the degree of mobility, the use of ICT and the employment status: - regular home-based: employees who frequently use ICT to work from home; - highly mobile: employees who frequently use ICT to work and have a high level of mobility; - occasional: employees who occasionally use ICT to work from locations other than their employer’s premises; - self-employed: self-employed workers who occasionally or frequently use ICT to work from locations other than their own premises (Pearce, 2020).

This definition emphasizes the use of ICT and the fact that, as a result, the work can be done anytime, anywhere. Other terms such as "telecommuting' which is also used in the US, as well
as in India and Japan, refer to work that makes commuting unnecessary. Nilles was the first author who used the term ‘telecommuting’, long before the mobile phone, laptop computers and wireless internet were commonly used in work. Other terms that are sometimes used are ‘(remote) e-work’ and ‘distributed work’. 'Distributed work' refers to arrangements that allow employees and their tasks to be shared across settings away from a central place of business or organisational location. The term ‘e-work’ has been generally used to describe work that is conducted virtually by employees who work and communicate mainly through electronic mediums (corporate intranets and e-mails). Although, home-based e-work has traditionally been the most common type of remote working, more and more people work in more than one location. ‘Remote e-working’ is a broader term, used to describe “work being completed anywhere and at any time regardless of location and to the widening use of technology to aid flexible working practices”. According to this definition work can be conducted from home, company sites, hotels, and airports. Homework is sometimes seen as an equivalent of telework but there is a clear distinction to be made. Homework involves traditional manual work carried out at home, mostly by low-skilled workers and often paid by the piece. Home-based telework is a specific form of telework and refers to work performed at home using ICT (Tavares, 2017). The official definition of "telework" can be found in the Telework Enhancement Act of 2010: "the term 'telework' or 'teleworking' refers to a work flexibility arrangement under which an employee performs the duties and responsibilities of such employee's position, and other authorized activities, from an approved worksite other than the location from which the employee would otherwise work." In practice, "telework" is a work arrangement that allows and employee to perform work, during any part of regular, paid hours, at an approved alternative worksite (home, telework center). This definition of telework includes what is generally referred to as remote work but does not include any part of work done while on official travel or mobile work. It is also be familiar with the terms "telecommuting" and "flexible workplace" and both are sometimes used to describe what we now generally refer to as "telework." While "remote" and "mobile" work are also terms that are sometimes used as synonyms for telework, they tend to operate differently than telework as is apparent in the detailed operational definition. For consistency, OPM recommends that all agencies use the term "telework" for reporting purposes and for all other activities related to policy and legislation, as defined in the Act (Pearce, 2020).

**Zoom**

Zoom is a cloud-based video conferencing platform that can be used for video conferencing meetings, audio conferencing, webinars, meeting recordings, and live chat. According to Pearce, Katie (2020), zoom is the most popular video conferencing solution for companies with 500 employees or fewer, and the second-most popular solution for companies with more than 500 employees, after Skype for Business. According to Zoom's S-1 filing in early 2019, more than half of Fortune 500 companies are using Zoom, and it earned an average NPS of more than 70 in 2018.

A **Zoom Room** is the physical hardware setup that lets companies launch Zoom Meetings from their conference rooms. Zoom Rooms are a software-defined video conferencing hardware system for a conference room that allow users to schedule, launch, and run Zoom Meetings with the push of a button. Zoom Rooms require an additional subscription on top of a Zoom subscription and are an ideal solution for larger companies with many employees holding Zoom meetings on a regular basis.
Zoom Meetings are the foundation of Zoom, and the term refers to video conferencing meetings using the platform that allow remote and co-located meeting attendees to communicate frictionless. Since you don't need to have a Zoom account to attend a Zoom meetings, you can even meet with clients or conduct interviews with remote candidates virtually. A “Zoom Meeting” simply refers to a meeting that's hosted using Zoom, and attendees can join the meeting in-person, via webcam or video conferencing camera, or via phone. For example, here’s a photo of my team during a Zoom Meeting. We were all attending the meeting remotely, but sometimes, we attend the meeting via our company’s conference room, where we pair Zoom with the Meeting Owl Pro to create an inclusive meeting experience for all attendees (Pearce, 2020).

**Social Distancing**

Social distancing is a public health practice that aims to prevent sick people from coming in close contact with healthy people in order to reduce opportunities for disease transmission. It can include large-scale measures like canceling group events or closing public spaces, as well as individual decisions such as avoiding crowds. With COVID-19, the goal of social distancing right now is to slow down the outbreak in order to reduce the chance of infection among high-risk populations and to reduce the burden on health care systems and workers. Experts describe this as "flattening the curve," which generally refers to the potential success of social distancing measures to prevent surges in illness that could overwhelm health care systems.

Social distancing, also called physical distancing, is a set of non-pharmaceutical interventions or measures intended to prevent the spread of a contagious disease by maintaining a physical distance between people and reducing the number of times people come into close contact with each other. It usually involves keeping a certain distance from others (the distance specified differs from country to country and can change with time) and avoiding gathering together in large groups. By minimising the probability that a given uninfected person will come into physical contact with an infected person, the disease transmission can be suppressed, resulting in fewer deaths. The measures may be used in combination with others, such as good respiratory hygiene, face masks and hand washing. To slow down the spread of infectious diseases and avoid overburdening healthcare systems, particularly during a pandemic, several social-distancing measures are used, including the closing of schools and workplaces, isolation, quarantine, restricting the movement of people and the cancellation of mass gatherings.

Drawbacks of social distancing can include loneliness, reduced productivity and the loss of other benefits associated with human interaction (Golinelli, 2010).

Social distancing measures are most effective when the infectious disease spreads via one or more of the following methods, droplet contact (coughing or sneezing), direct physical contact (including sexual contact), indirect physical contact (such as by touching a contaminated surface), and airborne transmission (if the microorganism can survive in the air for long periods). The measures are less effective when an infection is transmitted primarily via contaminated water or food or by vectors such as mosquitoes or other insects. Authorities have encouraged or mandated social distancing during the COVID-19 pandemic as it is an important method of preventing transmission of COVID-19. COVID-19 is much more likely to spread over short distances than long ones. However, it can spread over distances longer than 2 m (6 ft) in enclosed, poorly ventilated places and with prolonged exposure.
Although the term "social distancing" was not introduced until the 21st century,^{14\text{[i]}} social-distancing measures date back to at least the 5th century BC. The Bible contains one of the earliest known references to the practice in the Book of Leviticus 13:46: "And the leper in whom the plague is... he shall dwell alone; [outside] the camp shall his habitation be."^{15\text{[i]}} During the Plague of Justinian of 541 to 542, Emperor Justinian enforced an ineffective quarantine on the Byzantine Empire, including dumping bodies into the sea; he predominantly blamed the widespread outbreak on "Jews, Samaritans, pagans, heretics, Arians, Montanists and homosexuals".^{16\text{[i]}} In modern times, social distancing measures have been successfully implemented in several epidemics (Golinelli, 2010). In St. Louis, shortly after the first cases of influenza were detected in the city during the 1918 flu pandemic, authorities implemented school closures, bans on public gatherings and other social-distancing interventions. The influenza fatality rates in St. Louis were much less than in Philadelphia, which had fewer cases of influenza but allowed a mass parade to continue and did not introduce social distancing until more than two weeks after its first cases. The World Health Organization (WHO) has suggested using the term "physical distancing" instead of "social distancing" because it is physical separation which prevents transmission; people can remain socially connected by meeting outdoors at a safe distance (when there is no stay-at-home order) and by meeting via technology. The American Centers for Disease Control and Prevention (CDC) have described social distancing as a set of "methods for reducing frequency and closeness of contact between people in order to decrease the risk of transmission of disease". During the 2009 swine flu pandemic the WHO described social distancing as "keeping at least an arm's length distance from others, [and] minimizing gatherings". During the COVID-19 pandemic, the CDC defined social distancing as "remaining out of congregate settings, avoiding mass gatherings, and maintaining distance (approximately six feet or two meters) from others when possible". Social distancing, combined with the use of face masks, good respiratory hygiene and hand washing, is considered the most feasible way to reduce or delay a pandemic (Schneider & Dorrough, 2020).

**Skills**

Organization hire people for their skills then typically put them in jobs and pay them based on their job title or rank. But if organisations hire people because of their competence, why don’t they pay them for those same competencies? (Oladeji and Adebayo, 2014). What is the appeal of skill-based pay plans from management’s perspective: flexibility. Filling staffing needs is easier when employee skills are interchangeable. This is particularly true today, as many organisations cut the side of their workforce including Federal Medical Centre, Umuahia (Amin, Malik, and Shaheen, 2016) more generalists and fewer specialists. A number of studies have investigated the use and effectiveness of skilled-based pay. The overall conclusion based on these studies is that skill-based pay is expanding and that it generally leads to higher employee performance, satisfaction and perception of fairness in pay system (Kumpikaite, 2015).

It is important to note that, employees need training in order to developed variety of skills require to complete a task, especially in the competitive sub-section like breweries. Skill variety is seen as the degree to which the job requires a variety of different activities so that workers can use a number of different skills and talent (Kum, Cowden and Karodia, 2014). For instance, an example of a job scoring high on skill variety would be the owner-operator of a garage who does electrical repairs, rebuilds engines, does body work, and interacts with customers’. Skills
should be the pivot in which the wheel of organizational success rotates around. It is the skills of the employees that determine the effectiveness and efficiency in the production process (Elnaga and Imran, 2017).

Certainly, the constant training in organization enhances employees’ skills development which will eventually affect the output of the organization. Therefore, for Federal Medical Centre, Asaba to break-even in their production, employees’ skills remain one of the most favourable factors.

**Knowledge**

The concept of knowledge, is the information, skills and understanding that individual have gained through learning or experience. It is important to note that, with proper combination of; information, skills and understanding by the employees on the job it’s expected that the desire or set goals and objectives of the firm will achieve. Therefore, it is the responsibility of the management to know how best to manage the knowledge of the employees in the firm for optimal output, including Federal Medical Centre, Asaba (Green, 2013). Knowledge management is a process of organizing and distributing an organisation’s collective wisdom so the right information goes to the right people at the right time (Mohrman, Finegold and Klein, 2015). When it is done properly, knowledge management provides an organization with both a competitive edge and improved organizational performance because it makes its employees smarter. Knowledge management is increasingly important to day for at least three reasons (Truch, 2014). First, in many organisation intellectual assets are now as important as physical or financial assets. Therefore, firms that can quickly and efficiently tap into their employees’ collective experience and wisdom are more likely to “out smart” their competition. Second, as boomers begin to leave the workforce, there is an increasing awareness; that they represent a wealth of knowledge that will be lost if there are no attempts to capture it. And third, a well-designed knowledge management system will reduce redundancy and make the organization more efficient and effective (Truch, 2014).

For instance, when employees in a large firm undertake a new project, they need not start from scratch. A knowledge-management system can allow them to access what previous employees have learned and cut wasteful time retracing a path that has already been traveled, which can also be applicable to Federal Medical Centre, Asaba (Mason and Pauleen, 2018). It is believed that, with proper integration of this concept to form part of legal framework in the firm, the firm will be on its path of success. Knowledge as the component of training in management, if properly handled can enhance productivity, profitability, thereby leads to firm performance, which eventually enhance economic development (Grossman, 2010).

**Competence**

Competence encompasses an individual’s technical and interpersonal knowledge and skills. Does the person know what he or she is talking about? It is unlikely to listen to or depend on somebody whose abilities you do not respect. Therefore, the firm needs to believe on the employees’ skills and abilities to carry out the task (Maran, 2018). It is important to note that, for firm’s productivity to be effective and efficient, the level of workers competent on the job is very paramount. This important component can be sorted out during recruitment and selection process (Dooley, 2014).

Masood (2018) postulated that, competent of employees on-the job-training enhances individual self-efficacy. By so doing making the person to believe in his/her self in completing
the task. Therefore, if Federal Medical Centre, Asaba want to succeed, the practice of the person-organisation-fit must be change to the practice of the person the job-fit. Furthermore, the concept of favouritism during recruitment and selection of applicants should form part of the legal framework of the firm. It is good to state that, sound and competent manpower recruited into the firm or enterprises will impact positively during the production process (Magorttas, Agiomirgianakis and Padadogonas, 2018).

The concepts of competence in the employees pay credence to the ability of employees in handling customer’s complaints amicably for the interest of the firm. It is through this process or channel that customer relationship management can be established. By so doing enhances the opportunity for customers to be loyal to the firm. Loyal customers eventually turn to advocate of the firm. This is as a result of satisfaction the customer receives from the firm (Svensson and Wood, 2018).

Admittedly, the contribution of a competence employee is very paramount in this 21st century of business management, where production and success of organization have shift away from land, capital and raw materials to knowledge based management. It is good to state that knowledge rules the world (Barney, 2014).

**Theoretical Framework**

This study was anchored on conspiracy theory, during a pandemic is not a new phenomenon: Especially in times of crises, conspiracy theory increases the thinking and substantially (Van Prooijen & Douglas, 2017). For virtually all major events over the past decades, official version of why these came about were confronted with various conspiracy allegations that proposed an explanation involving plots hatched in secret by powerful agents instead. This is also true for major outbreaks of diseases. A misinformation campaign run by the Soviet Committee for State Security claimed HIV to be a biological weapon developed by the US (Geissler & Sprinkle, 2013) and the widespread belief that AIDS is a conspiracy to kill black people has a direct impact on prevention behavior (e.g., using condoms or pre-exposure prophylaxis; Bogart & Thorburn, 2005; Bogart et al., 2010). During the Zika virus outbreak 2015-2016, there were speculations that the virus was caused by genetically modified mosquitoes or used by the governments to kill people on purpose (Klofstad et al., 2019). The theory makes the following assumption that the virus transmits from person to person. That social distancing is one of the ways to avoid COVID-19.

**Empirical Review**

COVID-19’s impacts on workers and workplaces across the globe have been dramatic. We present a broad review of prior research rooted in work and organizational psychology, and related fields, for making sense of the implications for employees, teams, and work organizations. Our review and preview of relevant literatures focuses on: (i) emerging changes in work practices (working from home, virtual teams) and (ii) economic and social-psychological impacts (unemployment, mental well-being). In addition, we examine the potential moderating factors of age, race and ethnicity, gender, family status, personality, and cultural differences to generate disparate effects. Illustrating the benefits of team science, our broad-scope overview provides an integrative approach for considering the implications of COVID-19 for work and organizations while also identifying issues for future research and insights to inform solutions.
In 2020, the COVID-19 pandemic forced governments in many countries to ask employees to work from home (WFH) where possible. Using representative data from the UK, we show that increases in WFH frequency are associated with a higher self-perceived productivity per hour and an increase in weekly working hours among the employed. The WFH-productivity relationship is stronger for employees residing in regions worse affected by the pandemic and those who previously commuted longer distances, while it is weaker for mothers with childcare responsibilities. Also, we find that employees with higher autonomy over job tasks and work hours and those with childcare responsibilities worked longer hours when working from home. With prospects that WFH possibility may remain permanently open for some employees, we discuss our results’ labor market policy implications.

Chidinma, Franklin and Kalu (2021) COVID-19 vaccine hesitancy among healthcare workers and its socio-demographic determinants in Abia State, Southeastern Nigeria: a cross-sectional study, healthcare workers are at higher risk of COVID-19 infection with ease of infection transmissibility to coworkers and patients. Vaccine hesitancy rates of 56% and up to 25% have been reported among healthcare workers in US and China respectively. Vaccination is known as the most effective strategy to combat infectious diseases. Acceptance of the COVID-19 vaccine plays a major role in combating the pandemic. This study assessed the socio-demographic factors associated with COVID-19 vaccine hesitancy among healthcare workers in Delta State. A cross-sectional study among 422 healthcare workers was conducted in Delta State with an online-based questionnaire. The questionnaire extracted information on socio-demographics and willingness to take vaccine uptake. Descriptive statistics was used to calculate frequencies and proportions. Bivariate analysis was used to test the association between the socio-demographic factors and the outcome variable (vaccine hesitancy). Logistic regression was conducted to identify the predictors of COVID-19 vaccine hesitancy. The level of significance was 5%.

Mean age of the respondents was 40.6 ± 9.5 years and 67.1% were females The COVID-19 vaccine hesitancy rate was 50.5% (95%CI: 45.6%-55.3%). Socio-demographic factors included age, marital status, location of practice, profession, and income. Vaccine Hesitancy was predicted significantly by younger age (aOR=9.34, 95%CI:2.01-43.39), marital status (single) (aOR=4.97, 95%CI:1.46-16.97), lower income (aOR=2.84, 95%CI:1.32-6.08), and profession – Doctor (aOR=0.28, 95%CI:0.11-0.70), Nurse (aOR=0.31, 95%CI:0.15-0.64) and other allied health professionals (aOR=0.22, 95%CI:0.10-0.44). COVID-19 vaccine hesitancy was high among healthcare workers. Significant socio-demographic predictors influence the uptake of the COVID-19 vaccine. We recommend that the Federal and State Ministries of Health conduct awareness campaigns targeting the younger age group, singles, lower income class, and non-clinical staff.

Beyza (2020) study the impact of Covid-19 Fear on Employee Performance. Covid-19, also called a new type of coronavirus, emerged in Wuhan, China and spread rapidly to the world. Differing from other epidemics with its mortality rates and spreading rate, Covid-19 continues to exert its effects on psycho-social health as well as physical health and deeply affects human behavior. For, although many measures are taken to prevent the virus, it causes significant fear and anxiety in people's daily lives. These fears and worries also manifest themselves in business life, which covers a significant part of human life, and have negative impacts on many behaviors, from the way employees do business to their performance, and from their job
satisfaction to quitting job. In this context, the study aims to determine the effect of Covid-19 fear on employee performance. For this purpose, "Covid-19 Fear Scale" and "Employee Performance Scale" were administered to 223 employees. The results obtained indicate that the employees have high levels of fear of Covid-19; it shows that there is a negative, moderate and significant correlation between fear of Covid-19 and employee performance. In addition, it was concluded that the fear of Covid-19 significantly predicted employee performance.

**METHODOLOGY**

The study adopted a descriptive survey design. The purpose of adopting descriptive surveys was to collect detailed and factual information through structured questionnaire which was aimed at the effect of Covid-19 on human capital development in Federal Medical Centre; Asaba, Delta State. The respondents that formed the sample size for the study are the employees of Federal Medical Centre; Asaba, Delta State, Nigeria. The sample size of 204 were selected through purposive sampling technique. The questionnaire was divided into 2 sections; section ‘A’ collected basic demographic information from respondents such as age, gender, academic qualification. Section ‘B’ was structured according to the objectives of the study, 5 point Likert scale was adopted. The descriptive statistics such as frequencies, percentages were used to analysis research questions while the hypotheses testing were done with simple regression models. The hypotheses were tested at 0.05 level of significance. At 5% level of significance reject null hypotheses for the tests with probability estimates lower than 5% (0.05) vis-à-vis.

**RESULTS AND DISCUSSION**

In this section the specific objectives are analyzed using descriptive statistics and hypothesis tested using simple linear regression model accordingly. This was followed by summary of findings and discussions of results.

**Teleworking effect on employee work skill development among staff in FMC**

Table 1

<table>
<thead>
<tr>
<th>Teleworking Effect on Employee Work Skill Development among Staff in FMC</th>
<th>SA</th>
<th>A</th>
<th>D</th>
<th>SD</th>
<th>Total</th>
<th>( \bar{x} )</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. working with electronic gadgets from home boost skill development</td>
<td>151</td>
<td>31</td>
<td>22</td>
<td>-</td>
<td>204</td>
<td>3.63</td>
</tr>
<tr>
<td>2. teleworking through video calls and chat enhance job skills in FMC</td>
<td>106</td>
<td>74</td>
<td>15</td>
<td>9</td>
<td>204</td>
<td>3.35</td>
</tr>
<tr>
<td>3. Screen sharing of information increases job knowledge in FMC</td>
<td>123</td>
<td>76</td>
<td>5</td>
<td>-</td>
<td>204</td>
<td>3.24</td>
</tr>
</tbody>
</table>

Source: Field Survey, 2022 mean response ≥ 2.5 accepted, mean response ≤ 2.5 rejected

The result of effect of teleworking on employee work skill development among staff in FMC in Asaba, Delta State are presented in Table 1. The result revealed that, 70.1% of the respondents strongly agreed that working with electronic gadgets from home boost skill development. This was followed by 60.3% of the respondents who strongly agreed that screen sharing of information increases job knowledge in FMC. In addition, 52.0% of the respondents strongly agreed that teleworking through video calls and chat enhance job skills in FMC. However, 10.5% of the respondents disagreed that working with electronic gadgets from home boost skill development. The mean value of the items showed 3.63, 3.35 and 3.24 respectively. From the result, three (3) out of three (3) items had a mean value greater than 2.5, implying that
majority of the respondents strongly agreed that teleworking significantly affect employee work skill development among staff in FMC in Asaba, Delta State.

Effect of Zoom on job knowledge of employees in FMC in Asaba, Delta State

Table 2

| Effect of Zoom on Job Knowledge of Employees in FMC in Asaba, Delta State |
|-----------------------------|-------|-------|-------|-------|---------|-------|
| Source: Field Survey, 2022  |       |       |       |       |         |

Table 2 addressed the effect of zoom on job knowledge of employees in FMC in Asaba, Delta State. The result revealed that, 62.7% of the respondents strongly agreed that job ideas are developed during zoom meeting with other staff and top management. Followed by 55.9% of the respondents who strongly agreed that use of zoom application for official meeting expand job knowledge of employees. More so, 45.1% of the respondents agreed that messages conveyed through zoom app boost employee’s knowledge base. The mean value of the items showed 3.34, 3.03 and 3.60 respectively. From the result, three (3) out of three (3) items had a mean value greater than 2.5, implying that majority of the respondents strongly agreed that use of zoom application significantly affect job knowledge of employees in FMC in Asaba, Delta State.

Effect of social distancing on job competence in FMC in Asaba, Delta State

Table 3

| Effect of Social Distancing on Job Competence in FMC in Asaba, Delta State |
|-----------------------------|-------|-------|-------|-------|---------|-------|
| Source: Field Survey, 2022  |       |       |       |       |         |

Table 3 addressed the effect of social distancing on job competence in FMC in Asaba, Delta State. And the result revealed that, 51.5% of the respondents strongly agree that social distancing affect job competence in FMC Asaba. This was followed by 42.6% of the respondents strongly agree that desisting physical contact with other employees in FMC aids job technical know-how. More so, 36.3% of the respondents agree that abstaining from office helps to create job competence. The mean value of the items showed 2.92, 3.10 and 3.20 respectively. From the result, three (3) out of three (3) items had a mean value greater than 2.5,
implying that majority of the respondents strongly agreed that social distancing affect job competence in FMC in Asaba, Delta State.

**Test of Hypotheses**

**Test of Hypothesis 1: Ho1:** telework has no significant effect on employee work skill in FMC.

Table 4

*Simple Linear Regression Analysis Model Result on Effect of Telework on Employee Work Skill in FMC*

<table>
<thead>
<tr>
<th>Variable</th>
<th>Parameters</th>
<th>Coefficient</th>
<th>Std error</th>
<th>Tcal – value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Constant</td>
<td>( \beta_0 )</td>
<td>1.170</td>
<td>0.284</td>
<td>4.119****</td>
</tr>
<tr>
<td>Telework (X₁)</td>
<td>( \beta_1 )</td>
<td>0.687</td>
<td>0.049</td>
<td>14.167****</td>
</tr>
<tr>
<td>R-Square (R²)</td>
<td></td>
<td>0.498</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adjusted R – Square (R²)</td>
<td></td>
<td>0.496</td>
<td></td>
<td></td>
</tr>
<tr>
<td>F – Statistics</td>
<td></td>
<td>200.693</td>
<td></td>
<td></td>
</tr>
<tr>
<td>F – Probability</td>
<td></td>
<td>0.000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Decision Rule: If T-cal > T-tab accept the alternate and reject null hypothesis. Otherwise accept the null hypothesis *** , ** , and * denotes significance of coefficient at 1%, 5%, and 10% level respectively. T-tab value = 1.972

**Source:** Field Survey, 2022 (SPSS Version 20)

Table 4 shows the result of simple linear regression analysis on the effect of telework on employee work skill in FMC. The coefficient of telework was statistically significant at 1% level with a positive sign, implies that a unit increase in telework leads to 0.687-unit increase in employee work skill in FMC. From the result, the t-cal value of telework was 14.167*** while the T-table value was 1.972, since the t-table value is less than t-calculated value in absolute terms, the researcher upheld that telework has significant effect on employee work skill in FMC Asaba. The coefficient of multiple determination (R²) was 0.498, which implies that 49.8% changes in the dependent variable was explained by changes in the independent variable, while 50.2% was unexplained by the stochastic terms in the model. Thus, the independent variable, telework can only explain 49.8 percent of changes in employee work skill in FMC Asaba leaving 50.2% was unexplained. The R² adjusted was 49.6% indicating goodness of fit of the regression model adopted in this study which is statistically significant at 5% probability level. More so, the f-statistical (calculated) value of 200.693 which is greater than 1.972 t-table value; and f-probability value of 0.000 was observed from the analysis which is less than 0.05 (95% of freedom), indicating that estimated regression model adopted in this study is statistically significant at 5% probability level. With this, the researcher rejected the null hypothesis in favour of alternative hypothesis hence, telework has significant effect on employee work skill in FMC Asaba, Delta State.

**Test of Hypothesis 2: Ho2:** Zoom has no significant effect on job knowledge of employees in FMC

Table 5

*Simple Linear Regression Analysis Result of Effect of Zoom on Job Knowledge of Employees in FMC*

<table>
<thead>
<tr>
<th>Variable</th>
<th>Parameters</th>
<th>Coefficient</th>
<th>Std error</th>
<th>Tcal – value</th>
</tr>
</thead>
<tbody>
<tr>
<td>Constant</td>
<td>( \beta_0 )</td>
<td>2.507</td>
<td>0.279</td>
<td>8.999****</td>
</tr>
<tr>
<td>Zoom (X₁)</td>
<td>( \beta_1 )</td>
<td>0.349</td>
<td>0.071</td>
<td>4.897****</td>
</tr>
<tr>
<td>R-Square (R²)</td>
<td></td>
<td>0.106</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Adjusted R – Square (R²)</td>
<td></td>
<td>0.102</td>
<td></td>
<td></td>
</tr>
<tr>
<td>F – Statistics</td>
<td></td>
<td>23.978</td>
<td></td>
<td></td>
</tr>
<tr>
<td>F – Probability</td>
<td></td>
<td>0.000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Table 5 shows the result of simple linear regression analysis on the effect of Zoom on job knowledge of employees in FMC in Asaba. The coefficient of Zoom was statistically significant at 1% probability level with a positive sign, signifying that a unit increase in the use of Zoom leads to 0.349-unit increase on job knowledge of employees in FMC in Asaba. From the result, the t-cal value of Zoom was 23.978 while the T-table value was 1.972, since the T-table value is less than T-cal value in absolute terms, the researcher rejected the null hypothesis and accepted that Zoom has significant effect on job knowledge of employees in FMC, Asaba.

The estimated value of social distancing (X₁) was statistically significant and negatively related to job competence in FMC. This implies that a unit increase in social distancing leads to -0.763 decrease on job competence of employees in FMC, Asaba. From the result, the t-cal value of social distancing was -18.600 while the T-table value was 1.972, since the T-table value is less than T-cal value in absolute terms, the researcher rejected null hypothesis in favour of alternative hypothesis. This signifies that social distancing has negative and significant effect on job competence of employees in FMC, Asaba.
unexplained by the stochastic variables in the model. Thus, 63.1% negative changes in job competence in FMC can be attributed to relative social distancing among staff. More so, F-stat value of 345.967 which is greater than 1.974; and F-prob value of 0.000 was observed from the analysis which is greater than 0.05 (95% degree of freedom), indicating that, the estimated regression model adopted in this study was statistically significant at 5% probability level. With this, the researcher rejected null hypothesis and accepted alternate hypothesis which states that social distancing has negative and significant effect on job competence of employees in FMC, Asaba.

**SUMMARY AND RECOMMENDATIONS**

The COVID-19 pandemic has sunk the human capital development and economic transformation into the deepest collapse for the past years. The COVID-19 pandemic is significantly disrupting human capital in labour markets. Workforce reductions cause firm outputs to fall and prices to rise, leading to unprecedented economic costs. To quantify the economic costs, this study examines the assessed covid-19 effect on human capital development in Federal Medical Centre in Asaba, Nigeria. The result revealed that telework has significant effect on employee work skill in FMC Asaba; Zoom has significant effect on job knowledge of employees in FMC, Asaba. However, social distancing has negative and significant effect on job competence of employees in FMC, Asaba. In effect, the health and economic crises caused by the COVID-19 pandemic may be brought under control by enacting policies that will need to address the steep fall in productivity growth and focus on structural reforms that are essential to reignite long-term growth prospects. More so, strengthening governance and improving institutional quality could also yield growth higher human capital development, dividends and attract investment. In addition, boosting investment in human capital and climate resilience will be crucial to raise living standards and foster inclusive and sustainable growth. The COVID-19 pandemic has hit human capital directly in Nigeria and other part of the world, adversely affecting both education and health. School closures led to learning losses equivalent to a third to a full year of schooling, and they are likely to exacerbate inequalities, by disproportionately affecting students from disadvantaged backgrounds. The disease has already killed thousands of people, and some people who survive may suffer long-term damage to their health. Recovery from the pandemic will require strong investment in both education and health.

**References**


Hensley, L. (2020). Social distancing is out, physical distancing is in – here's how to do it. Global News. Corus Entertainment Inc. Archived from the original on 2020-03-26


